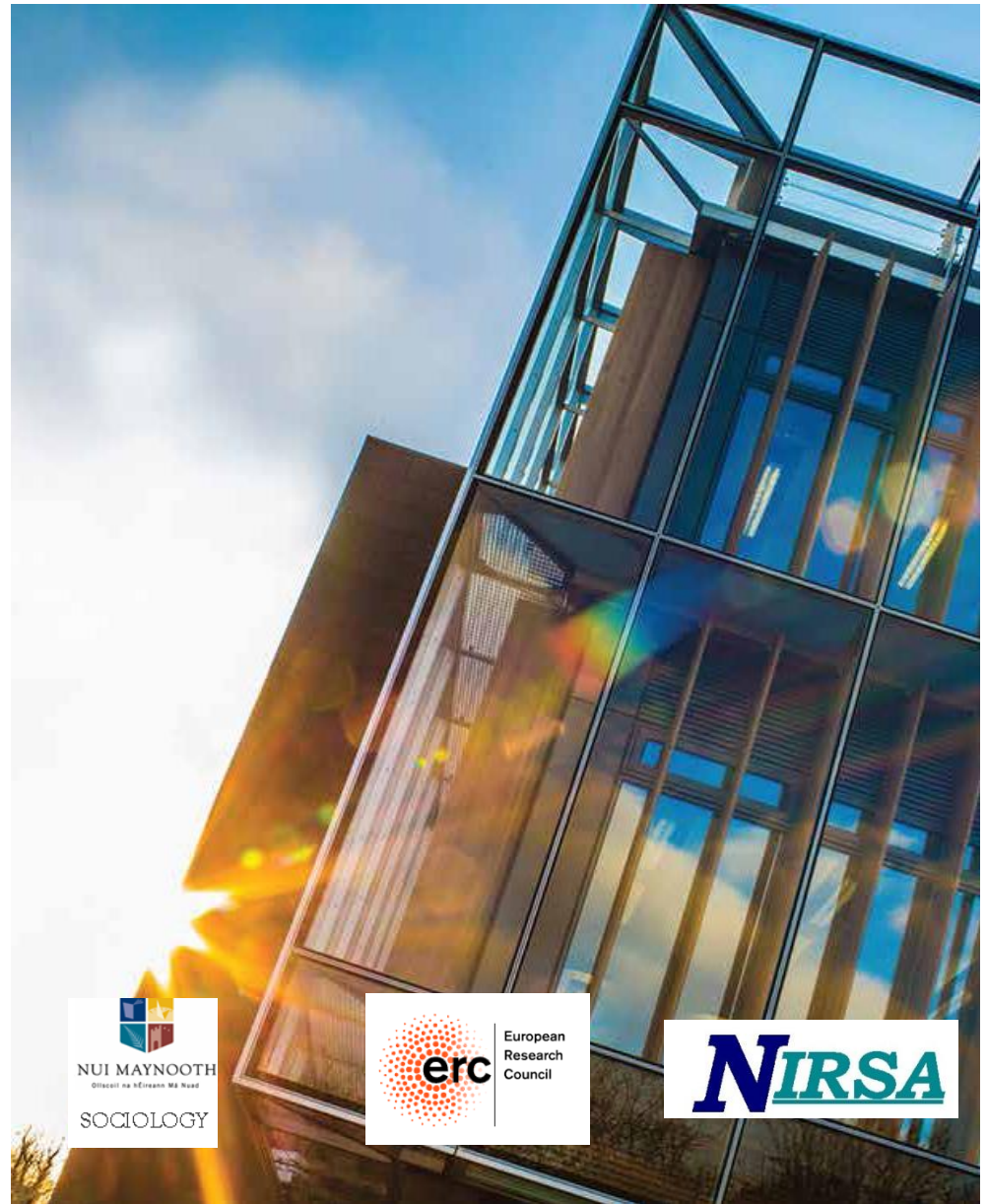




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Dualisation and Workplace Change in Europe

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Literature: Dualisation

Originally, Goldthorpe (1984): state's response to crisis: Corporatist vs. dualist: institutional developments & mobilisation of labour/employer strategies

Industrial → Post-industrial: primary and secondary labour markets

Now, focus has shifted (wrongly) to employees & risk groups

- Rueda (2005 & 2006): Social Democrats ↔ insiders
- Palier and Thelen (2012): dualism within corporatist states
- Emmenegger et al. (2012): risk groups (skill, sector, age, gender, ...)
- Schwander et al. (2014): high risk (though high skill ≠ low risk)

A focus on workplace regimes allows to examine the variety of 'deals' between employers and employees at work, and their implications for protection and inclusion

Literature: Typologies of Work: Work Regimes

- Lorenz and Valeyre (2005): 4 typologies
 1. 'Learn': high learning + high autonomy
 2. 'Lean': moderate- to high- autonomy + high learning / intensity
 3. 'Simple': low learning + low- to moderate- autonomy
 4. 'Taylor': low learning / autonomy + high intensity

What's missing?

- Ciccio and Ó Riain (2013): work time organisation
- Employment relationship (contract & pay)—different 'precarity profiles' of work regimes

Research Questions: How do workplace regimes relate to dualism?

1. What workplace regimes generate a high risk of precarious employment?
2. Which workers are more likely to end up in those regimes?
3. Are the risks of experiencing precarious employment less in 'lower risk' regimes?

Methodology:

- **European Working Conditions Survey** (2000 & 2005 & 2010): random sample European workers;
- Unit of analysis: employees within the EU-15*
- data on both the **employment relationship** and **work and time organisation**
- variables for assessing who is impacted by **precarity/security** (i.e. 'insider' vs. 'outsider': gender, age, citizenship, education)**
- **Latent class analysis**

Why? Produce precarity profiles of work regimes AND explore who is in particular precarious regimes

1. What workplace regimes generate a high risk of precarious employment?

Secure:

(10% < & < 20% precarious)

- **Learn / lean extend** (high learning, long hours, nights & weekends)
- **Learn / lean shifts & weekends**
- **Lean**
- **Learn /Learn part-time**
- **Lean extend & shifts & weekends** (highest intensity w/ high learn)

In-between

(20% < & < 30%)

- **Taylor** (low learning / autonomy & high intensity)
- **Simple part-time**
- **Simple extended, shifts & weekends**

Precarious

(30% < & < 55%)

- **Simple with boss oversight**
- **Simple part-time & weekends** (low learning / autonomy & lowest intensity)

'Precarious' regimes by sector

Sector	<i>semi-precarius</i>			<i>precarius</i>	
	<i>Taylor</i>	<i>simple / simple PT</i>	<i>simple extend /weekend / shifts</i>	<i>boss / simple</i>	<i>simple PT / weekend</i>
Manufacturing & Mining	0.42	0.10	0.10	0.15	0.06
Producer Services	0.07	0.14	0.09	0.17	0.09
Personal Services	0.10	0.21	0.30	0.13	0.44
Education	0.02	0.17	0.04	0.11	0.10
Health & Social work	0.03	0.12	0.17	0.11	0.16
Public Administration	0.05	0.16	0.13	0.16	0.06
CTE	0.31	0.10	0.16	0.17	0.08

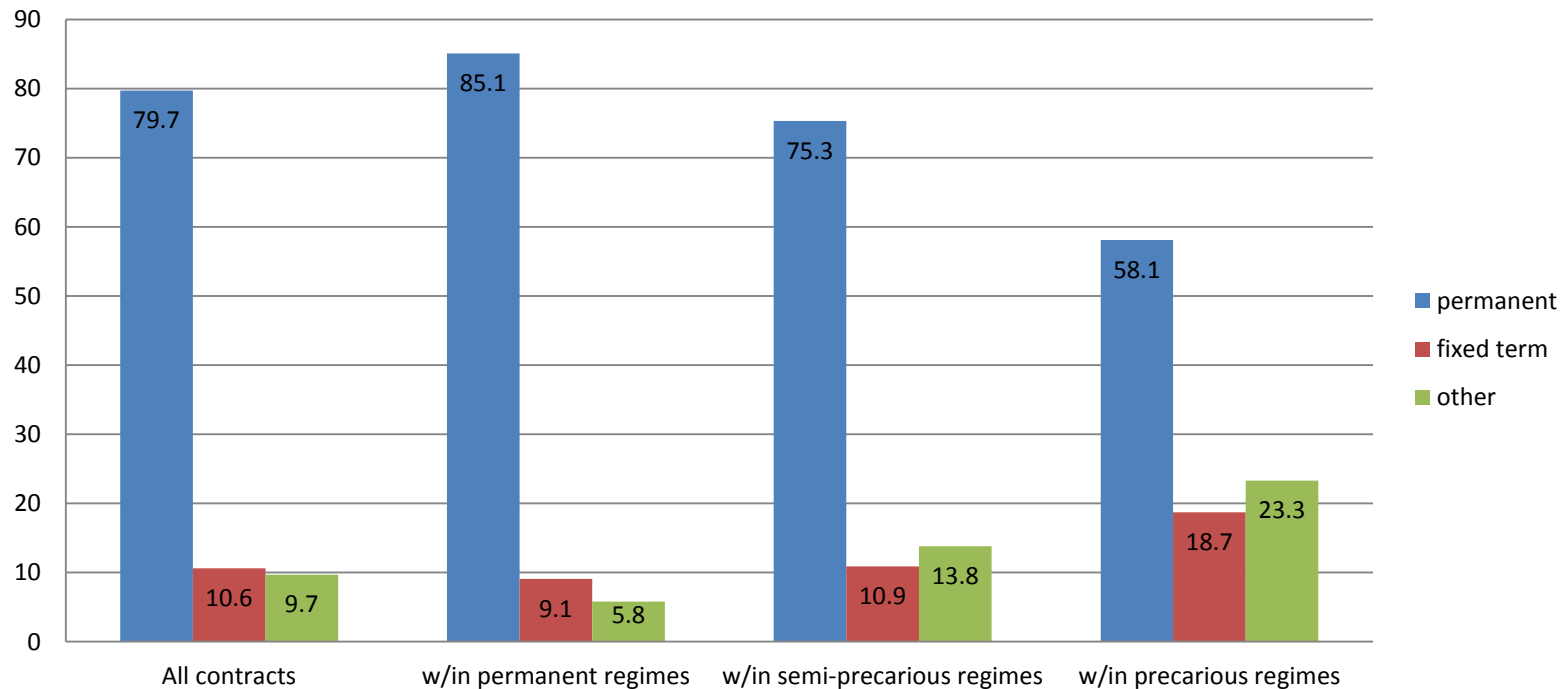
2. Which workers are more likely to end up in high precarity regimes?*

(results of FMLR)

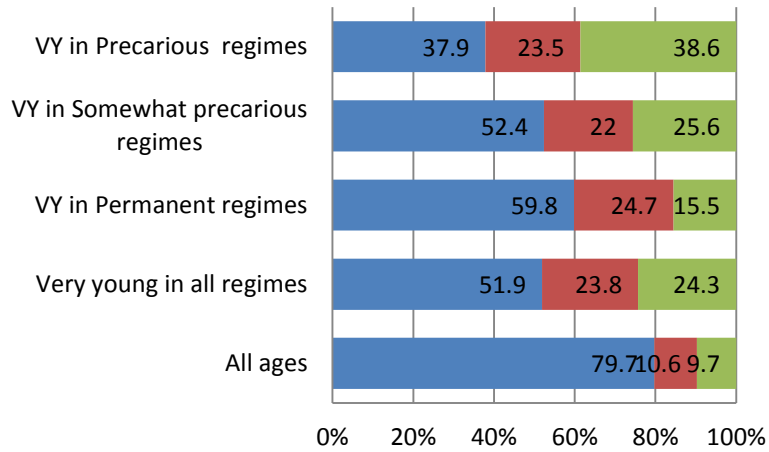
	<i>semi-precarius</i>		<i>precarius</i>	
<i>Taylor</i>	<i>simple / simple PT</i>	<i>simple extend /weekend / shifts</i>	<i>boss / simple</i>	<i>simple PT / weekend</i>
women	women		women	women
v. young	v. young 45 & over		v. young v. old	v. young v. old
those w/ lower secondary or less	those w/ lower secondary or less	those with secondary education or less	little or no education	little or no education
	non-citizen	non-citizen		non-citizen

3. Are the risks of experiencing precarious employment less in 'lower risk' regimes?

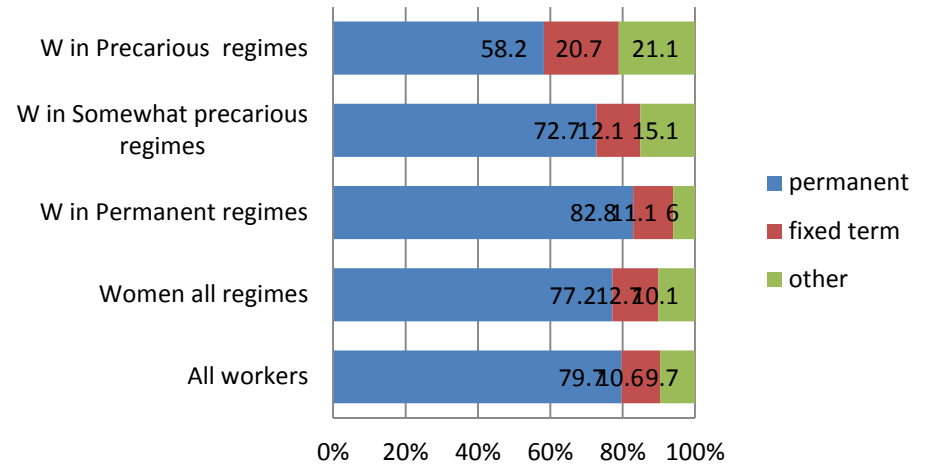
Contract types by Workplace Regimes



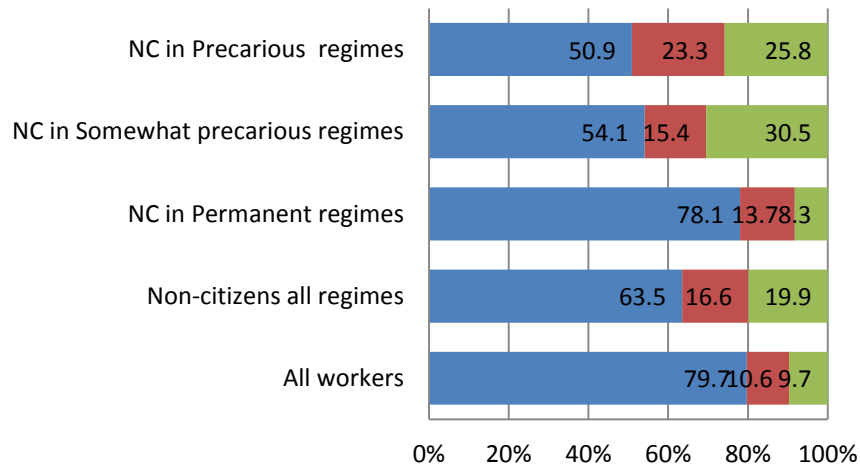
15 through 24 year olds



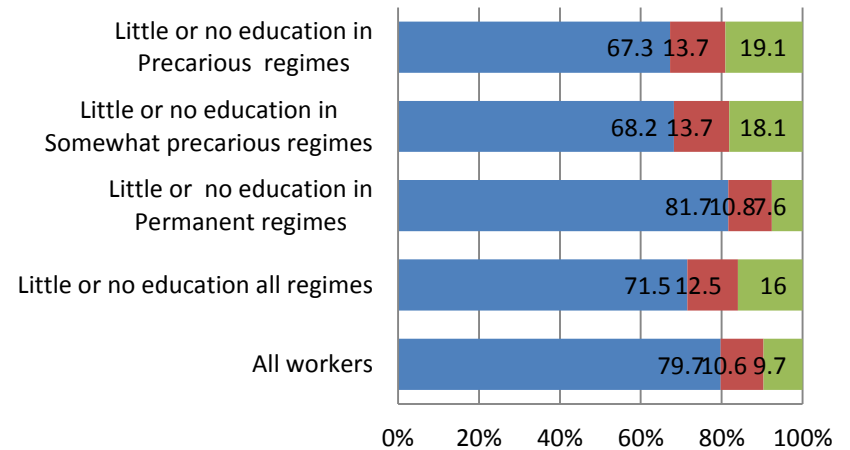
Women



Non-citizens



Little or no education



Conclusion: Workplace regimes matter ... for better and for worse

- Workplace regimes *can* insulate workers from precarity
 - Bad news: Being in a high precarity regime increases your chances of precarious employment, net of social characteristics, or put positively
 - Good news: Being in a low precarity regime decreases your chances of precarious employment, even if you have the ‘wrong’ social characteristics
- However.... insulation of the ‘at risk’ is rare
 - Women, youth, low education, non-citizens more likely to be in high precarity regimes
 - Some regimes have very high precarity risk
 - All sectors have at least one precarious work regime